

Michigan Family Independence Agency Opinion Survey Services Specialist Employee Questionnaire

Thank you for participating in this survey of employee opinions, sponsored by the Annie E. Casey Foundation. The questions contained in the survey will ask your opinion about certain aspects of your job and the department. Please respond to these items based on your perspective as an FIA employee. These questions have no "right" or "wrong" answers – we are looking only for your candid opinions.

This survey contains a total of 46 items. Please read each of the items carefully. To the right of each item is a list of response options. Simply use your mouse to click in the circle below the response option that best represents your opinion. You will be allowed to select only one response option for each item.

At the bottom of each screen, you will find a button for submitting your responses and proceeding to the next set of items. Please proceed until you have submitted responses to all of the items in this questionnaire.

If you must leave this site for any reason before you complete all of the survey items, you can come back to the survey at a more convenient time later. However, you will have to start at the beginning of the questionnaire and answer all of the items again. All of your responses to the incomplete questionnaire will have been discarded.

Please click on the "Start the Survey" button below to begin.

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<i>Please indicate your level of agreement with the following statements:</i>		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1.	I like the kind of work I do.	1	2	3	4	5
2.	During the recruitment and selection process, I believe that FIA was honest and forthright about the nature of this job.	1	2	3	4	5
3.	I plan to continue working for the FIA for the foreseeable future.	1	2	3	4	5
4.	Based on what I've learned so far, this job is pretty much as I expected it to be.	1	2	3	4	5
5.	When I was in college, I planned to become a children's services caseworker.	1	2	3	4	5
6.	I never would have taken this job if I'd had a better understanding of what it was going to be like.	1	2	3	4	5
7.	I took this job as a way to "get in" with the state.	1	2	3	4	5
8.	The worst part of this job is the paperwork.	1	2	3	4	5
9.	FIA's honesty during the recruitment process makes me feel more loyal to the department.	1	2	3	4	5
10.	The stress on this job is much greater than I thought it would be.	1	2	3	4	5
11.	Now that I have a better understanding of what this job is really like, I don't think I'm going to be able to help kids as much as I thought I would.	1	2	3	4	5
12.	Learning what I did about this job during the application and selection process has helped me cope with some of the job pressures I'm experiencing.	1	2	3	4	5
13.	I don't know if I'll ever be able to handle the demands of this job.	1	2	3	4	5

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<i>Please indicate your level of agreement with the following statements:</i>		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
14.	Now that I have a better understanding of what this job is all about, I believe it's going to be harder than I thought.	1	2	3	4	5
15.	I am willing to put in a great deal of effort beyond that normally expected in order to help FIA be successful.	1	2	3	4	5
16.	I talk up FIA to my friends as a great place to work.	1	2	3	4	5
17.	I find that my values and FIA's values are very similar.	1	2	3	4	5
18.	I am proud to tell others that I am part of this department.	1	2	3	4	5
19.	I have too much work and too little time to do it in.	1	2	3	4	5
20.	My job gets to me more than it should.	1	2	3	4	5

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	<i>To what extent...</i>	To a Very Great Extent or Always	To a Great Extent	To Some Extent	To a Little Extent	To a Very Little Extent of Not at All
21.	...does this job compare with your ideal job?	1	2	3	4	5
22.	...do you feel that this job is a "good fit" for you?	1	2	3	4	5
23.	...does your job measure up to the sort of job you wanted when you took it?	1	2	3	4	5
24.	...would you like to transfer out of CPS or Foster Care into another type of caseworker position?	1	2	3	4	5
25.	...did you have other employment options when you accepted your current job?	1	2	3	4	5
26.	...did you seriously consider becoming a children's services worker before you took this job?	1	2	3	4	5
27.	...did you know enough about the nature of this job before you were first hired here?	1	2	3	4	5
28.	...do you feel that this job makes (or will make) good use of your social work skills?	1	2	3	4	5
29.	...do you feel that your job gives you the opportunity to really help kids?	1	2	3	4	5
30.	...do you believe that you are going to be able to cope with the stress and pressure of this job?	1	2	3	4	5
31.	...do you find this kind of work really depressing?	1	2	3	4	5

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	<i>How Satisfied are you with...</i>	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
32.	...your present job when you compare it with others in the organizations?	1	2	3	4	5
33.	...the progress you are making toward the goals you set for yourself in your present position?	1	2	3	4	5
34.	...the chance your job gives you to do what you do best?	1	2	3	4	5
35.	...your present job when you consider the expectations you had when you took the job?	1	2	3	4	5
36.	...your present job in light of your career expectations?	1	2	3	4	5
37.	Overall, how satisfied are you with your job?	1	2	3	4	5

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38. If you had to decide all over again whether to take the job you now have, what would you decide?

- | | |
|--------------------------|-----------------------------|
| <input type="checkbox"/> | Definitely take the job |
| <input type="checkbox"/> | Probably take the job |
| <input type="checkbox"/> | Undecided |
| <input type="checkbox"/> | Probably not take the job |
| <input type="checkbox"/> | Definitely not take the job |

The following questions are included so that we can gather information regarding the demographics of the group of people who responded to the survey and will help us better analyze the results. As with all of the data in this survey, your individual responses will be kept confidential and will be combined with other data from your agency.

39. Where do you work?

- | | |
|--------------------------|--|
| <input type="checkbox"/> | Wayne County |
| <input type="checkbox"/> | Urban Counties (Oakland, Macomb, Kent, Genesee) |
| <input type="checkbox"/> | Zone 1 (Upper Peninsula) |
| <input type="checkbox"/> | Zone 2 (Northern Lower Peninsula) |
| <input type="checkbox"/> | Zone 3 (Western Side of Michigan, not including Kent) |
| <input type="checkbox"/> | Zone 4 (Eastern Side of Michigan, not including Wayne, Oakland, Macomb, Genesee) |

40. About how long have you worked for FIA?

<input type="text"/>	Years	<input type="text"/>	Months
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41. How long have you been a Children's Services Caseworker?

<input type="text"/>	Years	<input type="text"/>	Months
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42. In which age group do you fall?

- | | |
|-----------------------------------|----------------------------------|
| <input type="checkbox"/> Under 25 | <input type="checkbox"/> 46 - 50 |
| <input type="checkbox"/> 25 - 30 | <input type="checkbox"/> 51 - 55 |
| <input type="checkbox"/> 31 - 35 | <input type="checkbox"/> 56 - 60 |
| <input type="checkbox"/> 36 - 40 | <input type="checkbox"/> Over 60 |
| <input type="checkbox"/> 41 - 45 | |

43. What is your major program assignment?

- ☐ Protective Services
- ☐ Foster Care
- ☐ Adoption
- ☐ Juvenile Justice
- ☐ Adult Services

44. What is your gender?

- ☐ Female
- ☐ Male

45. What is your ethnicity?

- ☐ Asian / Pacific Islander
- ☐ African American / Black
- ☐ Caucasian / White
- ☐ Hispanic
- ☐ Native American / Eskimo
- ☐ Other

46. Which one of the following categories best describes the highest level of your education?

- | | |
|--|--|
| <input type="checkbox"/> Bachelors in Social Work | <input type="checkbox"/> Masters in Social Work |
| <input type="checkbox"/> Bachelors in Criminal Justice | <input type="checkbox"/> Masters in Criminal Justice |
| <input type="checkbox"/> Bachelors in Sociology | <input type="checkbox"/> Masters in Sociology |
| <input type="checkbox"/> Bachelors in Psychology | <input type="checkbox"/> Masters in Psychology |
| <input type="checkbox"/> Any other Bachelors Degree | <input type="checkbox"/> Any other Masters Degree |
| | <input type="checkbox"/> Ph.D. |

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You have successfully completed the Michigan Family Independence Agency Opinion Survey.

**The Annie E. Casey Foundation wishes to say *"Thank you"*
for your time and attention to assist in this research.
Your participation is greatly appreciated.**